



## **Debbie Middleton, Founder of Middleton Green Executive Resourcing**

Hi, my name is Debbie Middleton, I've been in the recruitment and HR industry for the last 27 years and running my own business for the last 7. What I'd like to concentrate on is actually about releasing talent and what happens to these individuals when an organisation decides that they are no longer going to be part of that journey. My role used to be very much about moving the candidate from A to B and certainly 5 plus years ago that was a very, very quick process. Now that's changed considerably and the journey from A to B can be a lot longer than it once was.

Some of the issues are really about helping these individuals to navigate their transition and it could sometimes be a case of recommending self employment, it may be going into a completely different area of employment and it could be in some cases taking early retirement. So it's really about sitting down with individuals and trying to work out what their motivators are, what their strengths are, what their weaknesses are and trying to give them the best advice and support that I can, to help them on their journey.

Often when candidates come to me they are their most disillusioned, they've been on a journey where their organisation has exited them. They may have had a lot of loyalty and many years service. They've also been through a process with the job centre and often when they are very senior people, the job centre hasn't really been able to support them in the way that they were looking for. Increasingly if organisations are using out placement consultancies, that can always seem a little bit like a conveyor belt too. They are paid by the hour, when that hour is up the support ends and it's not always what the candidates are needing. They are sometimes needing a lot more of a personal bespoke service.

Organisations do employ people like me to do the motivational coaching and increasingly that's what my role has become.

The motivational coaching that I provide is a full service, in terms of sitting down with a candidate, talking through their CV, pulling out relevant parts to highlight, looking at facts and figures, trying to get a commercial edge over the next individual. It's also making sure that their LinkedIn profile is fit for purpose. It's looking at their networks, their groups and obviously introducing them to people that I feel may be beneficial for the future for them.

An example would be a lady that I met with this morning, who had been out of work for 14 months. We went through the process together and I listened to the journey that she'd been on throughout that time. She went away with a number of tasks that I wanted her to work through, which would benefit her in the long term and what will happen is that we will meet again at the end of the month to go through those points, to see how far she's got on that journey and to see if anymore support is required.

There's a lot that I can do in terms of support and will continue to do for that individual, but organisations do need to be aware that when they are bringing these individuals on board who have been out of work, they do lack a little bit of self esteem and self confidence and it can also happen with people that have been re-deployed around an organisation also.

I think the main message that I want to get across today, is please do not confuse lack of confidence with lack of talent. There are a number of very talented individuals out there that are looking for the opportunity and once they are on board would be an absolute asset to any organisation.